

ONLY FINE WINE IMPROVES WITH AGE

Why is the performance information so old?

WIA requires the use of Unemployment Insurance (UI) wage record data to determine employment outcomes after exit and to calculate earning change and earnings replacement rates.

States must wait two full quarters after the quarter of wage activity before using the wage records or making a decision to use supplemental data sources if no wage records are located. The reasons for this include:

- wage record submissions to the State Employment Security Agency are due from employers, in general, 30 days after the end of the quarter in which the wages were earned; and,
- the processing of 90 – 95% of wage record data normally takes 60 days beyond the report due date.

There was no break in participant reporting during the transition from JTPA to WIA. Add that to the “lag” in UI wage record data and the gap between participant exit and performance measure increases.

So what does this really mean?

Here’s how it works using the wage reporting timeframes identified above and the DOL quarterly report schedule:

Jane Jones is a WIA participant (Adult, Dislocated Worker or Older Youth). She gets a job and the case manager exits her from WIA on May 15, 2003 (Program Year 2002)

1. Jane’s exit quarter is April 1 – June 30, 2003.
2. Jane’s 1st quarter after exit is July 1 – September 30, 2003. We can start looking for wage information through the wage record cross match.
 - Jane got a job in May, 2003. But the employer didn’t actually submit the required wage information until July 31, 2003.
 - UI doesn’t process the data until September 30, 2003.
 - Jane’s entered employment status isn’t available until PY03 Quarter 2 (July 1 – December 31, 2003).
 - Because of the DOL reporting timetable, Jane’s report period is PY03 3rd quarter (October 1, 2002 – June 30, 2003).
 - The PY03 3rd quarter report doesn’t go to DOL until April 14, 2004.
 - The earliest you will know that Jane counts as an Entered Employment is April 14, 2004.
 - If we proceed with the use of supplemental wage data, the soonest we could move this information into our calculation is June 30th, 2004. This is a full year after Jane left WIA.
3. Jane’s next milestone is Job Retention and Earnings Gain. Both of these measures look at the same point in time. Jane continues to be employed. Assuming the

employer and UI wage record entry and processing dates follow the same timeline above:

- Earnings data for the 2nd quarter after exit isn't available until PY03 3rd quarter (January 1 – March 31, 2004).
 - Earnings data for the 3rd quarter after exit isn't available until PY03 4th quarter (April 1 – June 30, 2004)
 - Using the DOL report timetable, Jane's report period will October 1, 2002 – June 30, 2003
 - This report doesn't go to DOL until October 15, 2004. The earliest you will know that Jane was retained and/or showed earnings gains **through the 2nd quarter after exit** is October 15, 2004. This is 15+ months after Jane left WIA.
 - The earliest you will know that Jane **had 3rd quarter earnings to count toward performance is January 14, 2005.**
 - Thus, you won't know for sure that Jane was successful in retaining a job and earning more money until January 14, 2005. This is 18+ months after Jane left WIA.
4. Jane's last milestone is credential attainment (assuming she was an adult, dislocated worker and employed in the first quarter after exit).
- Jane received training as a WIA Adult or Dislocated Worker participant.
 - She successfully completed the training and received a course completion certificate or credential. This credential can be reported while still enrolled and for up to 12 months after she exits WIA.
 - The case manager reports Jane's credential attainment date as September 12, 2003.
 - Credential attainment is reported in at the end of the 3rd quarter after exit. Jane's report period is October 1, 2002 – June 30, 2003.
 - This report doesn't go to DOL until October 15, 2004. This is 15+ months after Jane left WIA.
 - You won't know that Jane is counted in the credential attainment measure until October 15, 2004.

Factors that affect credential attainment

- Credential attainment is tied to employment in the first quarter after exit. If Jane wasn't employed in the 1st quarter after exit, the credential would not count, even if it was properly reported.
- If Jane was served as an Older Youth, she could be employed, enrolled in post-secondary education or advanced training and be counted in the numerator. She did not have to receive training services. But this only applies to the older youth credential attainment rate.
- If Jane was co-enrolled as an Adult, Dislocated Worker, and Older Youth, all 3 measures receive credit for the measure.

What about Younger Youth?

Samuel Adams was a WIA Younger Youth participant. He enrolled when he was 15 and exited shortly after he received his high school diploma (or equivalent) at age 19. His exit date is August 10, 2003.

Sam's case manager sets 4 skill goals for him:

- The first goal is set on April 1, 2002. It is attained on August 5, 2002.
- The second goal is set on July 10, 2002. It is attained on December 15, 2002.
- The third goal is set on August 10, 2002. Sam fails to attain the goal by August 10, 2003.
- The fourth goal is set on January 5, 2003. It is attained on July 7, 2003.

The case manager selects goals 1, 3 and 4 to count for WIA performance and marks them as "performance related" in ASSET.

1. Goal 1 was set on 4/1/02, which is in Program Year 2001. This goal is counted as "set" (in the denominator) for the report period July 1, 2001 – June 30, 2002.

Goal 1 was attained on 8/5/02, which is in Program Year 2002. This goal is first counted as an attainment for the report period July 1 – September 30, 2002 and for the rest of the program year (through July 31, 2003).

2. Goal 2 was set on 7/10/02, which is in Program Year 2002. This goal is not counted as "set" (in the denominator) because the case manager did not identify it as a performance related goal in ASSET.

Goal 2 was attained on 12/15/2002 (PY02). This goal is not counted as an attainment, because the case manager did not identify it as a performance related goal in ASSET.

3. Goal 3 was set on 8/10/02, which is in Program Year 2002. This goal is first counted as "set" (in the denominator) for the period July 1, 2002 – September 30, 2002 and for the rest of PY02.

Goal 3 is not attained by the anniversary date of August 10, 2003, which is in Program Year 2003. Goal 3 continues to be reported in the PY02 denominator, but will not be counted in the numerator, because Sam failed to attain the goal within the one year time limit.

4. Goal 4 was set on 1/5/03, which is in Program Year 2002. This goal is first counted as "set" (in the denominator) for the report period July 1, 2002 – March 31, 2003, and for the rest of the program year.

Goal 4 is attained on July 7, 2003, which is in Program Year 2003. This goal is first counted as an attainment for the report period July 1 – September 30, 2003. Goal 4 crosses program years. It is dropped from the denominator on July 1, 2003, but appears in the numerator until the end of PY03.

Facts about skill attainments

- Skill attainments are not exit-based.
- There is no correlation between the total number of goals set and the total number of goals attained in a given program year, as the scenario for Goal 4, above illustrates.

Sam's next milestone is the Younger Youth Diploma or Equivalent Rate (sometimes also referred to as a "credential"). Sam registered for WIA without a diploma, and earned his diploma on September 1, 2003. His case manager exited him from WIA on August 10, 2003.

1. Sam's exit quarter is July 1 – September 30, 2003, which is Program Year 2003, 1st quarter.
2. Sam's 1st quarter after exit is October 1 – December 31, 2003, which is Program Year 2003, 2nd quarter.
 - Sam is first counted in the denominator in the PY03 2nd quarter report (July 1 – December 31, 2003).
 - If the case manager reported Sam's diploma attainment as a result of a follow-up contact prior to December 31, 2003, he will also appear in the numerator at this time.

Factors that affect the measure

- If the diploma has not been reported, Sam will continue to be counted in the denominator until the end of the program year. (June 30, 2004).
- If the diploma is reported within the program year, and shows an attained date prior to December 31, 2003, Sam will be counted in the numerator until the end of the program year.
- If the diploma is reported within the program year, but the attained date is **after** December 31, 2003, Sam will be counted in the denominator, but not the numerator.

Sam's final milestone is the Younger Youth Retention Rate. Sam exited in August, 2003.

1. Sam's exit quarter is July 1 – September 30, 2003.
2. Sam's 3rd quarter after exit is April 1 – June 30, 2004.
3. Because of the DOL reporting timetable, Sam's report period PY04 2nd Quarter (October 1, 2002 – September 30, 2003).
4. The PY04 2nd quarter report doesn't go to US DOL until February 15, 2004.
5. The earliest you will know that Sam was counted in the performance measure is February 15, 2004.